



Career Insights and Connections

Mentor guidelines

Mentoring is a reciprocal, two-way exchange. Mentors and Mentees both contribute to achieve a productive and rewarding mentoring experience.

Below are some guidelines that may be helpful when becoming a mentor.

1. Complete your profile.

A complete profile gives you the best chance of being found by a suitable mentee, so please complete it in as much detail as you can. Putting a face to a name also helps so also upload a photo if possible. (You can also link your LinkedIn profile if you have one for a quick way to complete your details). It is particularly important to make sure that the checklist of the mentoring services you are able and willing to provide is kept up to date and the number of simultaneous mentorships reflects your capacity. We are aware how busy mentors will be in their professional lives and we want you to volunteer based on the time and resources you have available.

2. List your skills and experience.

The most effective mentors are those that have credibility and experience in the area where the mentee is looking for support. Most mentees will seek the guidance of different mentors to help them develop specific skills or qualities or to help them reach important decisions. Make sure you list your skills and expertise within your mentor profile. Being credible doesn't mean you need to have all the answers. The best answers for a mentee will come from their own thinking, with the help of your encouragement and experience to support them.

3. Identify any areas you feel give you added insight and experience as a mentor.

Research shows that graduates from *a routine and manual background, those from minority ethnic groups, those who did not have a parent with a degree and female students* are less likely to gain graduate level work and are less positive about their long-term career prospects. If you feel you could be a role model to students from these backgrounds then please make that clear on your profile. Being mentored offers students a

chance to gain insight and access to careers they may have felt were beyond their reach, ideally the mentoring experience will encourage them to raise and focus their aspirations.

4. Share your experiences and insights.

In doing so, choose stories and experiences that you feel are appropriate and helpful. Be open to sharing your mistakes and failures too as these are often where our biggest lessons are learned.

5. Be objective.

The mentoring relationship is a unique one and for most participants it will be their first experience of having a mentor. They may never have had the opportunity to receive objective advice from a family member, a tutor, a peer or a manager in previous situations. Therefore it's important to make sure your interactions and the advice given are objective wherever possible so that they can separate and compare it to other advice they have received. For many mentees this can be a much needed reality check on their career thinking and plans.

For further information on the eMentoring scheme contact careers@aber.ac.uk

You can register/log-in here: www.aber.aluminate.net/